

LÜDI SWISS AG Sustainability Report 2024

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LÜDISWISS
EXCELLENCE IN METAL

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ISO 9001 CERTIFIED

1. Foreword from the CEO

Dear Sir or Madam,

We are pleased to present the 2024 Sustainability Report of LÜDI SWISS AG. As a family-run SME and leading global manufacturer of extruded and deep-drawn small and micro parts for thermal-and organic and inorganic elemental-analysis, we see it as our responsibility to make a positive contribution to the environment, society and the economy. This report provides an insight into our efforts, progress and goals in sustainability.

Thank you for your interest and support.

Kind regards,

Adele Lüdi
President / CEO

2. LÜDI SWISS AG

2.1 Company Profile

Date of establishment: 1916

Location: Flawil, Switzerland

Number of employees: 22

Markets: international, research and development, quality assurance, life science

2.2 Values and Vision

Our vision: to help shape a sustainable future worth living in, responsibly, innovatively and in harmony with people and the environment. With our „BeBlue“-Code of Conduct, inspired by the blue planet and our corporate design, we are committed to the careful use of resources. Guided by our values of responsibility, innovation, sustainability and quality, and our social commitment, we create added value for our customers, partners and the world of tomorrow. At the same time, we are committed to economic growth and sustainable success.

2.3 Sustainability Strategy

Our strategy is based on three pillars:

- I. **Environmental:** Resource conservation and climate protection
- II. **Social:** Responsibility for employees and society
- III. **Governance:** Transparency and ethical corporate management

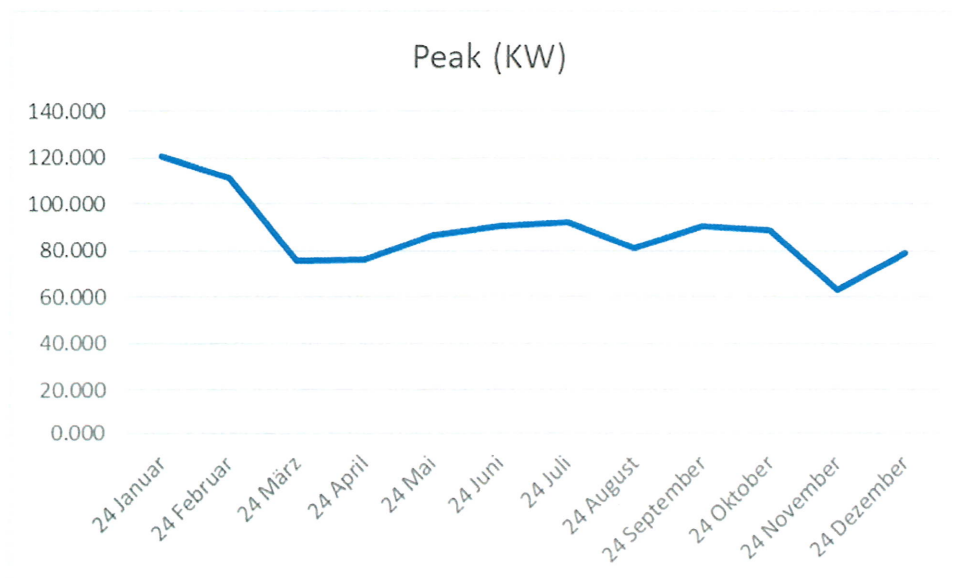
3. Our Achievements in 2024

3.1 Milestones and Projects

- Innovation: Development of the #BEBLUE sustainability strategy and the „BeBlue“- of Conduct as clear guidelines for our responsible and future-oriented actions
- Sustainability: Through comprehensive analysis of our energy consumption, we were able to identify and exploit specific areas for optimisation
- Social commitment: from regional projects such as „PluSport“ and the local museum to the cross-regional „Schweizer Tafel“ and the „Stiftung Solidarität mit der Welt“

3.2 Key Figures and Statistics

Climate protection: Achievement of a 3% reduction in electricity consumption over the last year



4. Outlook and Goals for 2025

4.1 Environmental

- a. Review of alternative power sources
- b. Definition of measures to reduce energy consumption

4.2 Social

We want to further expand our employee development programmes.

4.3 Governance

- a. Expansion of ESG reporting
- b. EcoVadis ranking
- c. ISO 14001

5. Environment

5.1 Ecological Responsibility

We are actively committed to protecting the environment by:

- a. Living sustainability: We use resources efficiently and responsibly to achieve long-term ecological impact
- b. Conserving equipment and materials: All tools and materials are handled with care and used appropriately to avoid waste and extend their service life
- c. Pursuing specific sustainability goals:
 - We are committed to reducing CO₂ emissions, minimising waste and promoting renewable energies
 - We systematically measure our progress and report regularly in our sustainability report, for maximum transparency and continuous improvement

5.2 Resource Management

- a. Reduction of electricity consumption by 3% in 2024 through pure resource monitoring and minimal adjustments. Based on the findings, further targeted measures will be developed and implemented from 2025 onwards
- b. Control of gas consumption
- c. Monitoring of water consumption
- d. Consistent and strict recycling of our production waste
- e. Introduction of an expanded recycling programme for glass, batteries, plastic and household aluminium

5.3 Climate Protection Measures

- a. Preparation for the reduction of CO₂ emissions
- b. Participation in climate initiatives such as the "Greenovation Summit"
- c. Awareness raising and training for our team



6. Social

6.1 Responsibility Towards Employees

- a. Various training courses for our team
- b. Job satisfaction assessed through regular surveys
- c. Ensuring health through the introduction of a job rotation system

6.2 Community Involvement

- a. Support for regional projects such as „PluSport“, „Spitex“, the local museum, Peter & Paul Zoo, etc.
- b. Involvement in the „Schweizer Tafel“
- c. Support for the „Stiftung Solidarität mit der Welt“
- d. Support for the Special Olympics

6.3 Diversity and Equal Opportunities

- a. Number of nationalities employed: 7
- b. Proportion of female employees in management positions: 33%
- c. Gender ratio on the Board of Directors: 50% each
- d. Cooperation with a residential and working community for people with special needs

7. Governance

7.1 Corporate Governance and Compliance

- a. Compliance with all legal and regulatory requirements
- b. Legal representation in the Board of Directors
- c. Introduction of the „BeBlue“-Code of Conduct for employees and suppliers

7.2 ESG-Management and Reporting

- a. Integration of ESG criteria into the corporate strategy
- b. Preparation of reports in accordance with our MSL based on ISO 9001

8. Appendix

8.1 Glossary

- a. ESG: Environmental, Social, Governance
- b. MSL: Management System of LÜDI SWISS AG

8.2 Contact

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